

PAAS DYE COMPANY NEWARK-2-NEW JERSEY



Mr. Roy E. Morris
Industrial Relations Secretary
The New Jersey Urban League, Inc.
58 West Market Street
Newark 5, N. J.

April 27, 1948

Dear Mr. Morris:

I'm only too glad to return herewith your questionnaire sent with your circular letter of April 22nd.

You will note that while we employ negroes here in our plant that they are not in the skilled or white collar jobs as I have explained on your questionnaire.

I hope the information we have given you will be helpful though I am naturally extremely sorry that it is somewhat negative -- through no wish or intention or fault of the management of the company.

You see there just has been no occasion for the employment of negroes other than in the positions indicated -- and frankly I don't know whether there ever might be or whether our own viewpoint of indiscrimination might not lead to internal dissension among the other employees here.

I might add that for many many years we have employed negroes as our domestic help at home along with whites -- and have always had such fine colored people that we have never had any feeling of discrimination or dissension or anything of the sort in the household at any time.

But as you can see, skilled as they are in their own particular departments and duties, all of those that either we at home or here at the factory have had in our employ have been in other than what you called "skilled or white collar jobs".

Pas-sitively yours,
PAAS DYE COMPANY

P. B. Sawley
President

PBTownley:jld

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1. Do you employ Negroes?

Yes

No

☒

☐

2. Will you list below some of the jobs in which they have been employed successfully? (Please keep in mind our interest in pointing up success of Negroes in skilled and white collar jobs).

In our factory we have practically no skilled labor at all, i.e., none of the regular skilled labor trades.

We have about 15 employees in the factory of which 2 are negroes. One of these is the cleaning woman and the other is a general handyman who operates machines as needed i.e., dye mixing and dye tablet making, and also serves as janitor and substitute fireman when the regular fireman is off duty, also he does porter work and general repair work. In fact he has been with us off and on for almost 30 years.

During the war when there was a great scarcity of any help and because of the "draft" of labor from any and all industries and the USES, we didn't even have the opportunity of engaging colored people or white people. However while all of our employees have nothing but the friendliest relations and feelings with the colored people in the factory, work and eat lunch with them, etc., from inquiries I have been led to believe that they still have a race discrimination feeling and that if the colors were mixed up on the packing and packaging assembly line here there would be a certain amount of disaffection and dissension on the part of long time employees. (Continued on reverse side)

3. If you have had any special experiences that would prove interesting or of value to us in our work, would you please indicate this here so that a representative of the New Jersey Urban League might get in touch with you for fuller details?

Nothing special ☒

Yes, please have a representative get in touch with _____

Please indicate:

Name of Organization PAAS DYE COMPANY
Address 60 Shipman Street, Newark 2, New Jersey

and mail to:
Roy E. Morris, Industrial Relations Secretary
New Jersey Urban League
148 West Market Street
Newark 3, New Jersey

Continuation of Reply to No. 2 question:-

And I think it would be fair to say that the average term of employment of all the people in the factory is somewhere near 20 years so that they have ended up being a sort of a tight little "close corporation" who have gotten so used to each other and their ways that any change would only be asking for trouble for all involved. I do not think that we could properly label this race prejudice or discrimination but rather say that it is due to the fact that they are so used to their own little group and their own ways that they would resent any kind of change at all.

As for the office and all the white collar jobs, here again we have a comparatively small group about 15 people likewise -- another "big family" with an average period of employment approximating 20 years as well. Here again there has been no occasion to make changes or seek new employees and so that problem has just not arisen in this department of the business.